

## **Comments from Supporters of The CBP Hiring and Retention Act of 2017**

“NTEU is grateful for Sen. Heidi Heitkamp’s (D-ND) and Sen. Jeff Flake’s (R-AZ) bipartisan leadership to address the current Customs and Border Protection Officer staffing crisis. NTEU has been diligently working to improve CBP’s ability to attract and retain qualified professionals in these critical jobs at our nation’s understaffed ports of entry. Pay flexibilities, such as recruitment and retention incentives, and special salary rates, will lead to new and existing CBP Officers seeking to fill current vacancies at hard to fill ports.”

- **National Treasury Employees Union (NTEU) National President Tony Reardon**

“The Border Patrol is currently over 1,700 Agents below its congressionally mandated staffing floor because of difficulties hiring Agents. This lack of manpower is already impacting our operations and this challenge is particularly acute on our 5,500-mile Northern Border. We are already spread thin and moving forward we will continue to be susceptible to additional staffing challenges as the Agents on the northern border are typically more senior and closer to retirement age. I want to personally thank Senator Heitkamp and Senator Flake for introducing this legislation. This legislation will give CBP additional tools to recruit, retain and relocate Agents and Officers at CBP in hard to fill positions.”

- **President of the National Border Patrol Council President Brandon Judd**

“This bill will protect the people of North Dakota by facilitating the hiring of additional CBP personnel to protect our border. The public frequently perceives the role of CBP officers as being assigned to major ports of entry, however, it is along the long stretches of our unprotected borders, where they are most valuable. This bill will facilitate the hiring and retention of CBP personnel in many of the remote, hard to staff, outposts throughout North Dakota and America.”

- **Federal Law Enforcement Officers Association (FLEOA) President Nate Catura**

“The *CBP HiRE Act* is an important step towards resolving U.S. Customs and Border Protection’s current staffing crisis. The bill’s hiring and pay flexibilities will enable CBP to recruit and retain top talent, particularly in rural and remote areas. I hope Congress will consider giving these same authorities to agencies government-wide. I applaud Senators Heitkamp and Flake for their leadership on this important issue.”

- **Partnership for Public Service President and CEO Max Stier**